



**Environmental Scientist  
7500 – 0762 – 9PB01**

Department(s): Delta Stewardship Council  
Department of Boating and Waterways  
Department of Conservation  
Department of Fish and Game  
Department of Food & Agriculture  
Department of Parks & Recreation  
Department of Pesticide Regulation  
Department of Public Health  
Department of Water Resources  
Office of Environmental Health Hazard Assessment  
State Lands Commission

Opening Date: 12/30/2009

Final Filing Date: Continuous

Type of Examination: Multi-departmental Open

Salary: Monthly-Ranged-Salary - \$3,077.00 to \$5,711.00

Tenure/Time-base: Permanent Full-time  
Permanent Part-time  
Permanent Intermittent  
Limited Term Full-time  
Limited Term Part-Time  
Limited Term Intermittent

**EEO**

An equal opportunity employer to all regardless of race, color, creed, national origin, ancestry, sex, marital status, disability, religious or political affiliation, age, or sexual orientation.

**DRUG-FREE STATEMENT**

It is an objective of the State of California to achieve a drug-free State work place. Any applicant for State employment will be expected to behave in accordance with this objective, because the use of illegal drugs is inconsistent with the law of the State, the rules governing civil service, and the special trust placed in public servants.

**WHO SHOULD APPLY?**

Applicants who meet the Minimum Qualifications as stated on this bulletin may apply for and take this Qualifications Assessment at any time.

Once you have taken the Qualifications Assessment, you may not retake it for six (6) months.

**FILING INSTRUCTIONS**

**Final Filing Date:** Continuous

**Where to Apply:** Click the link at the bottom of this bulletin.

**SPECIAL TESTING ARRANGEMENTS**

If you have a disability and need special assistance or special testing arrangements, contact the

California Department of Human Resources (CalHR), Examinations Unit at (866) 844-8671, or via the California Relay Service for the Deaf or Hard of Hearing at (800) 735-2929 from TTY Phones and (800) 735-2922 from voice phones.

## **SALARY INFORMATION**

**Salary Criteria:** An incumbent's salary is based on the Alternate Range Criteria 430 identified below:

When the requirements for the particular criteria are met and upon recommendation of the appointing power, the employee shall receive a rate under the provisions of the Department of Personnel Administration Rule 599.676.

- Range A \$3,077 - \$3,698**

This range shall apply to incumbents who do not meet the Range B or Range C criteria.

- Range B \$3,738 - \$4,503**

One year of satisfactory experience in the California state service performing duties comparable to an Environmental Scientist, Range A; or two years of professional scientific experience in environmental analysis research, management, planning, regulations, or investigations outside of the California state service. Possession of a master's degree in a biological, chemical, physical, or environmental science, or a closely related scientific discipline will substitute for the required experience.

- Range C \$4,730 - \$5,711**

Two years of satisfactory experience in the California state service performing duties comparable to an Environmental Scientist, Range B; or three years of professional scientific experience in environmental analysis, research, management, planning, regulation, or investigation outside of the California state service. Possession of a master's degree in a natural, physical, or environmental science, or a closely related scientific discipline may be substituted for one year of experience. Possession of a doctoral degree in a biological, chemical, physical, or environmental science, or a closely related scientific discipline may be substituted for two years of the experience.

## **ELIGIBLE LIST INFORMATION**

An open, merged eligible list will be established by the California Department of Human Resources for use by other State departments. The names of successful competitors will be merged onto the eligible list in order of final score regardless of test date. Eligibility expires 12 months after it is established. Competitors must then retake the Qualifications Assessment to reestablish eligibility.

Once you have taken the Qualifications Assessment, you may not retake it for six (6) months.

## **REQUIREMENTS FOR ADMITTANCE TO THE EXAMINATION**

**NOTE:** All applicants must meet the education and/or experience requirements as stated on this examination bulletin as of the date the test is taken.

## **MINIMUM QUALIFICATIONS**

Possession of a bachelor's or advanced degree with a major in a biological, chemical, physical, or environmental science, or a closely related scientific discipline. (Admission to a master's or doctoral degree program in a biological, chemical, physical, or environmental science or a closely related scientific discipline shall be considered to meet these education qualifications.)

Registration as a senior in a recognized institution will admit applicants to the examination, but they must produce evidence of a degree before they can be considered eligible for appointment.

## **POSITION DESCRIPTION**

An Environmental Scientist performs a broad range of staff work concerning present and future

environmental, environmental health, and natural resource management issues related to protecting the State's natural resources and public health.

Incumbents give presentations; prepare environmental permitting packages, regulatory permits, and other environmental documents; implement enforcement of various environmental and environmental health-related regulations; and conduct natural resource management, planning, and implementation activities.

Vacancies are anticipated at various departments throughout State service including, but not limited to the Departments of Conservation, Fish and Game, Parks and Recreation, Pesticide Regulation, Public Health, Water Resources, and the State Lands Commission.

## **EXAMINATION INFORMATION**

### **ONLINE QUALIFICATIONS ASSESSMENT– Weighted 100%**

The examination will consist solely of a Qualifications Assessment. To obtain a position on the eligible list, a minimum score of 70% must be received. An applicant will receive his/her score upon completion of the Qualifications Assessment process.

[Click here to preview the Qualifications Assessment.](#)

In addition to evaluating the competitor's relative abilities as demonstrated by quality and breadth of experience, emphasis in the examining interview will be on measuring competitively, relative to job demands, each competitor's Knowledge and Abilities, as stated on this bulletin.

## **KNOWLEDGE AND ABILITIES**

### **Knowledge of:**

1. Principles of biology, chemistry, and physics pertaining to environmental science and environmental health.
2. Effects and interactions of contaminants and toxic substances on human health, natural resources, and the environment.
3. Ecological processes and principles of environmental restoration.
4. Biological, physical, and chemical parameters of water to evaluate standards designed to protect the environment and human health.
5. State and federal environmental and public health laws and regulations.
6. Quality assurance and/or quality control procedures for scientific projects.
7. Proper spelling, grammar, punctuation, and sentence structure to ensure that written materials prepared and reviewed are complete, concise, and error-free.
8. Data collection techniques to ensure the accurate collection of data for research and monitoring activities.
9. Basic scientific research principles and methods to ensure the integrity and validity of collected data.
10. Basic principles of land, water, fish, forestry, wildlife, and other natural resources research.

### **Ability to:**

1. Write simple documents (e.g., letters, memos, or other correspondence) to communicate with various audiences.
2. Write complex scientific and technical documents (e.g., reports, project summaries, and program status reports) to clearly communicate methods, analyses, findings, and recommendations.
3. Work safely in rough terrain and/or inclement weather.
4. Work independently on assigned projects with minimal supervision.
5. Use the Internet to conduct on-line research and obtain information related to departmental

- policies, procedures, and resources to complete program or project activities.
6. Use tact and diplomacy when working with people with different perspectives and viewpoints.
  7. Use spreadsheet software to create, compile, compute, organize, and present data and statistics for use in reports and other tracking activities.
  8. Use electronic mail software to communicate with diverse audiences on matters related to various project and program issues.
  9. Use and operate a variety of basic office equipment (e.g., copiers, calculators, telephones, fax machines) in the course of completing assigned work tasks.
  10. Review and interpret scientific and environmental reports to make recommendations based upon documented data and information.
  11. Remain fair and unbiased when applying rules, regulations, and policies of State and federal programs.
  12. Read and evaluate written documents of varying complexity for consistency with the goals, policies, and procedures of environmental programs.
  13. Perform basic statistical analyses (e.g., mean, frequencies) to determine central tendencies among environmental statistics.
  14. Observe, accurately record, and recall pertinent facts and details when conducting investigations, inspections, and research.
  15. Interpret quantitative or statistical data in order to extract key information and make valid inferences.
  16. Improve technical knowledge and skills through participation in organized training and/or independent study.
  17. Extract specific, relevant data and information from a larger body of material to summarize information.
  18. Exercise sound judgment when making decisions in accordance with program or work unit goals and objectives.
  19. Establish and maintain cooperative working relationships with management, staff, public entities, and interest groups.
  20. Effectively manage time with multiple assignments and deadlines to ensure timely completion of projects.
  21. Edit written documents to ensure proper use of grammar, punctuation, sentence structure, and spelling.
  22. Design and conduct scientific studies and research for environmental analyses.
  23. Deliver oral presentations to audiences with varying levels of understanding.
  24. Collect environmental, regulatory, and scientific samples by following data collection procedures and protocols.
  25. Analyze and interpret scientific data to extract or identify key issues and draw conclusions.

#### **BENEFITS**

- Employer/employee paid health and dental insurance
- Employer paid vision insurance
- Paid Vacation/Sick/Annual Leave Benefits
- 12 paid holidays
- Employer paid disability insurance
- Defined Benefit Retirement Program (upon vesting)
- Employee paid deferred compensation program (401K and 457)
- Flexible work schedules and work hours
- Pre-tax reimbursement for medical care, child care, and parking programs
- Employee Assistance Program
- Career development/professional advancement

#### **VETERANS' PREFERENCE POINTS**

Veterans' Preference Points will be added to the final score of all competitors who are successful in this examination, and who qualify for, and have requested, these points through the California Department of

Human Resources. Due to changes in the law, effective January 1, 1996, veterans who have achieved permanent civil service status are not eligible to receive Veterans' Preference Points.

### CAREER CREDITS

Career Credits will not be added to the final score for this exam, because it does not meet the requirements to qualify for Career Credits.

### CONTACT INFORMATION

If you have any questions concerning this examination bulletin, please contact:

California Department of Human Resources

Attn: Examination Services

1515 "S" Street, Ste. 400

Sacramento, CA 95811

1-866-844-8671

California Relay Service: 1-800-735-2929 (TTY), 1-800-735-2922 (Voice)

TTY is a Telecommunications Device for the Deaf, and is reachable only from phones equipped with a TTY Device.

### GENERAL INFORMATION

**Applications are available** at [www.jobs.ca.gov](http://www.jobs.ca.gov), State Personnel Board offices, and local offices of the Employment Development Department.

**If you meet the requirements** stated on this examination bulletin, you may take this examination, which is competitive. Possession of the entrance requirements does not assure a place on the eligible list. Your performance in the examination described on this bulletin will be rated against a predetermined job-related rating, and all candidates who pass will be ranked according to their scores.

**The California Department of Human Resources (CalHR)** reserves the right to revise the examination plan to better meet the needs of the service, should the circumstances under which this examination was planned change. Such revision will be in accordance with civil service laws and rules, and all competitors will be notified.

**Candidates needing special testing arrangements** due to a disability must mark the appropriate box on the application and contact the testing department.

**Hiring Interview Scope:** In a hiring interview, in addition to the scope described in this bulletin, the panel will consider education, experience, personal development, personal traits, and fitness. In appraising experience, more weight may be given to the breadth and recency of pertinent experience, and evidence of the candidate's ability to accept and fulfill increasing responsibilities than to the length of his/her experience. Evaluation of a candidate's personal development will include consideration of his/her recognition of his/her own training needs; his/her plans for self-development; and the progress he/she has made in his/her efforts toward self-development. For more information, you may refer to the classification specification [here](#).

**General Qualifications:** Candidates must possess essential personal qualifications including integrity, initiative, dependability, good judgment, the ability to work cooperatively with others, and a state of health consistent with the ability to perform the assigned duties of the class. A medical examination may be required. In open examinations, investigation may be made of employment records and personal history, and fingerprinting may be required.

**Eligible Lists:** Eligible lists established by competitive examination, regardless of date, must be used in the following order: 1) sub-divisional promotional, 2) departmental promotional, 3) multi-departmental promotional, 4) service-wide promotional, 5) departmental open, and 6) open. When there are two lists of the same kind, the older must be used first. Eligible lists will expire in one to four years unless otherwise

stated on the bulletin.

**Veterans' Preference Points:** California Law (Government Code 18971-18978) allows the granting of Veterans' Preference Points in open entrance and open, non-promotional entrance examinations. Veterans' Preference Points will be added to the final score of all competitors who are successful in these types of examinations, and who qualify for, and have requested by mail, these points. **In open (only)** entrance examinations, Veterans' Preference Points are granted as follows: 10 points for veterans, widows and widowers of veterans, and spouses of 100% disabled veterans (5 points for widows, widowers, and spouses if the veteran was in the National Guard); and 15 points for disabled veterans. **In open, non-promotional** entrance examinations, Veterans' Preference Points are granted as follows: 10 points for veterans, and 15 points for disabled veterans. Employees who have achieved permanent State civil service status are not eligible to receive Veterans' Preference Points. "Permanent State civil service status" means the status of an employee who is lawfully retained in his/her position after completion of the applicable probationary period. This includes permanent intermittent, part-time, and full-time appointments. In addition, individuals who at any time achieved permanent State civil service status and subsequently resigned, or were dismissed from State civil service are not eligible to receive Veterans' Preference Points. Veteran status is verified by the California Department of Human Resources (CalHR). Directions to apply for Veterans' Preference Points are on the Veterans' Preference Application (Std. Form 1093), which is available at <http://jobs.ca.gov/Job/VeteransInformation>, and the Department of Veterans Affairs.

#### **TAKING THE EXAM**

**When you click the link below, you will be directed to the Qualifications Assessment. At the end of the Qualifications Assessment, it will be instantly scored.**

**[Click here to go to the Qualifications Assessment.](#)**